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# Western Michigan University Campus Climate Survey

Office of Diversity and Inclusion

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# Western Michigan University Campus Climate Survey



## WMU Campus Climate Survey Committee: Accomplishments and Goals



### Introductory Phase

In 2006 and 2007 the Diversity and Multiculturalism Action Plan and the Committee for Developing Leadership in Diversity & Social Justice were created, respectively.

In the Spring of 2010 the survey creation process began. Dr. Mary Zwoyer Anderson (Professor Counselor Education and Counseling Psychology) and Tiffany White (Budget Officer, Office of University Budgets and Financial Planning) met during the Everyone Counts Learning Community. For their combined Learning Community project, they wished to further work on the survey. Their focus was on examining existing survey tools and compiling survey questions for a tool specifically designed for WMU.

During this same time period, Chris Sligh (Director of Student Activities and Leadership) began work on a project for the Academic Leadership Academy. He, Dr. Andrea Beach (Associate Professor of Education Leadership, Research, and Technology) and a small leadership group including: Dr. Tim Ready (Associate Professor, Anthropology) and Tierra Marshall (Graduate Student) helped to create the research questions under which the survey questions would answer.

By July 2010, the two groups were brought together by Dr. Martha B. Warfield (Vice President for Diversity and Inclusion) along with a diverse group of students, faculty and staff to help facilitate the development of the campus climate survey.

### Editing, editing, and more editing

As the fall of 2010, previously developed survey questions were reorganized and placed under specific research questions. Additional questions were considered when research questions were not fully addressed. For many weeks, each research question and then each survey question was scrutinized by the large and diverse group of people. Finally, the introduction and the conclusion were added, but there was still much work to be done.

Student Affairs supported the work and allowed the committee to use the SelectSurvey.Net program to make the survey electronic. In the early stages of the survey, the tool was one survey for faculty, staff, and students. If questions were answered in a specific way, further questions became available for the respondent. The program was not easily able to accommodate this methodology in one survey so the committee separated the survey into three separate surveys: one for students, one for faculty, and one for staff.

Using SelectSurvey.Net, feedback was requested on the question content and flow of the survey. Input was provided by 64 people including: 11 faculty members, 27 staff members, and 26 students.

In December of 2010, the committee conducted two focus group sessions to obtain face-to-face feedback. The feedback from the sessions was overwhelmingly positive.

### Collaboration and External Expertise

With the approval of President Dunn, a small group of the Campus Climate Survey Committee members met in early February 2011 with experts at the University of Michigan who specialize in the field of surveys and diversity in higher education. The experts advised the group to reshape some questions, provided sampling suggestions and examples of their work, and offered future support. The WMU committee was pleased to learn from experts in the field that they were on the right track. Again, the feedback was overwhelmingly positive.

The U of M experts include: Dr. John Matlock (Associate Vice-Provost and Director of the Office of Academic Multicultural Initiatives), Dr. Phillip Bowman (Professor, Director of National Center for Institutional Diversity), Dr. Marvin Parnes (Associate Vice President and Executive Director for Research Administration), Dr. Michael R. Woodford (Assistant Professor of Social Work), Dr. Katrina Wade-Golden (Assistant Director of Research & Assessment for Office of Academic Multi-Cultural Initiatives) and Dr. Gerald Gurin (Research Scientist Emeritus of the Institute for Social Research and Professor Emeritus of Higher Education).



### Looking Ahead . . .

For the future, the Campus Climate Survey Committee wishes to continue improvement on the survey tool by making minor adjustments to the content and reviewing the order in which the questions are being asked. The committee hopes to hire an external entity to partner with WMU to roll out the survey in order to preserve confidentiality and the objective examination of the data so that respondents can feel comfortable being honest in answering the survey questions. There is a goal of survey roll out in the spring of 2012. Of course, this goal depends upon securing funds.

**The progress toward survey roll out has been steady, inclusive, and overwhelmingly positive.**